



INAUGURAL ISSUE!!

THE ARMY ACQUISITION WORKFORCE

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The *Army Acquisition Workforce Newsletter* is a bimonthly publication for the U.S. Army Acquisition Workforce printed by the Acquisition Career Management Office. It is available in hard copy and on the AAC Homepage at <http://www.dacm.sarda.army.mil>.

You Asked For It...

**A message from LTG Paul J. Kern,
Director of the Army Acquisition Corps**

Welcome to the inaugural issue of the *Army Acquisition Workforce Newsletter*, your career development newsletter. In our recent communication survey (see article on survey results, page 4), you revealed that you want more—more timely information about training and career development opportunities, more information on job openings and promotional opportunities, and more basic information about the Army Acquisition Workforce and the Army Acquisition Corps. This newsletter will give you more of the career development and training information you want and need.



Paul J. Kern

This is your newsletter—for you and by you. We need your participation to make it a success. There are a number of ways you can contribute:

- Provide us with topics you would like to see articles about in future issues
- Write and submit articles for possible publication
- Submit comments and suggestions for the newsletter in our Suggestion Box feature (see page 7).

We are committed to ensuring that the Army's acquisition professionals are the best in the business so that our soldiers receive the most effective, affordable, and supportable weapons systems and materiel for the defense of our country. We are also committed to providing you with the training, education, and career development opportunities and information you need to help make you the best.

NEWSLETTER

News From Your ACMAs and AWSSs

“Dedicated to Your Development”

The recent communication survey (see article on survey results, page 4) revealed that more than 90% of the Army Acquisition Workforce (AAW) has not used Acquisition Career Management Advocates (ACMAs) or Acquisition Workforce Support Specialists (AWSSs).

Because so many of you are unaware or unsure of what ACMAs and AWSSs do and the services they provide, we decided to provide a brief description:

ACMAs and AWSSs—Who Are They?

ACMAs are senior level acquisition professionals responsible for communicating timely information about acquisition programs, education, training, and competitive job opportunities to the entire acquisition workforce. They are located in regional acquisition organizations where there is a high concentration of acquisition workforce employees.

AWSSs assist ACMAs in supporting the acquisition workforce as the local source for acquisition career management information. They are located throughout the continental U.S. The AWSSs are the direct points of contact for acquisition education, training, and opportunities available to acquisition workforce personnel.

What Services Do They Provide?

Because of their geographic proximity to their acquisition workforce, ACMAs can ensure that acquisition career management information is swiftly disseminated. They serve as a principal advisor to the local commander on acquisition-related activities. They also provide the Director and Deputy Director of Acquisition Career Management with a

regional and honest perspective on the general health of the acquisition workforce. The ACMA performs these functions in addition to his/her regular duties.

AWSSs also provide guidance on the acquisition certification process and

information regarding current certification standards. AWSSs assist the acquisition workforce in the printing and update of Acquisition Career Record Briefs. Your AWSS is your key local source of information on questions related to the civilian acquisition position listing. AWSSs provide guidance to all acquisition workforce members in their regions, as well as providing assistance to the ACMAs.

See the Contact Lists on page 6 for the ACMA/AWSS near you!

Reasons you don't use your ACMAs and AWSSs:

Do not know who they are	48%
Do not know about the program	40%
No need	27%
Do not know how to contact them	25%

AAW and AAC— What's the Difference?

A lot of you indicated in the recent communication survey that you were unfamiliar with the terms “Army Acquisition Workforce” and “Army Acquisition Corps.” Here's clarification:

The U.S. Army Acquisition Workforce (AAW) is you: the 27,000+ professionals that are involved with the acquisition of goods, services, etc., for the soldiers in the field. Anyone involved in acquisition for the Army, both military and civilian, is a member of the AAW.

The U.S. Army Acquisition Corps (AAC) is a group of over 5,200 military and civilian specially trained acquisition professionals within the AAW. Members of the AAC have made a

commitment to further develop and perfect their acquisition expertise. They are given enhanced training and educational opportunities, career guidance, and challenging assignments.

The vision of the U.S. Army Acquisition Corps is “*a corps of leaders willing to serve where needed and committed to providing soldiers systems critical to decisive victory now and in the 21st century through development, integration, acquisition, fielding and sustainment.*” For membership requirements and more information on the AAC, see the AAC Homepage at <http://www.dacm.sarda.army.mil>.

1998 Competitive Development Group Takes Off

You hear about it. You recognize the acronym, although you're not quite sure what it stands for. You know it's a new initiative and is important to the workforce. But, what is the Competitive Development Group anyway?

The Competitive Development Group—or CDG—is a team of high-potential acquisition professionals chosen to participate in a three-year program of specialized cross-functional training, education, and advanced developmental assignments in the various acquisition

fields. The goal of the program is to develop future leaders for the Army Acquisition Workforce: leaders with the best management and leadership skills possible... leaders that will fill our critical acquisition positions.

The CDG, which is sponsored by the Army Acquisition Career Management Office (ACMO), was inaugurated in 1997. For Year Group 1998, 25 GS-13s were selected from 197 highly qualified applicants. All applicants were evaluated on rigorous criteria based on education, training, and experience. Final selections were made by a specially convened board of senior level functional and

COMPETITIVE WHAT???

command representatives. Several alternates were also chosen in the event a primary member is unable to participate in the training program.

Congratulations to the 1998 CDG Members

Jerry L. Cook	Greg D. Gore
Jean A. Grotophorst	Amelia B. Hatchett
Maria L. Holmes	Sharon M. Johnson
Samuel M. Jones	Emerson L. Keslar
Sam D. Lail, Jr.	Raymond J. Lazzaro
Kevin A. Maisel	Rinnetta D. McGhee
Gloria L. Morales	Mario J. Musotto
Douglas W. Packard	Raymond J. Pietruszka
Deborah Pinkston	Patricia E. Plotkowski
Anita D. Randall	Mark E. Reavis
Clifton O. Reynolds	Dominic Satili
Steven J. Stegman	Richard H. Thorn
Larry W. Wakefield	



The demographics of the 1998 Group are diverse. As you would expect, the group is highly educated, with more than 90% holding Master's degrees, and 20% possessing more than one Master's degree. In addition, more than half of the selectees hold Level III Certifications in two Acquisition Career Fields (ACFs); one member is certified in three ACFs. Seven are Level III certified in one ACF. Twenty percent of participants are minorities, and 36% are female.

Selectees have served in as many as four ACFs, and over half have served at more than one command.

CDG selectees will have a sponsor to advise them and provide guidance throughout their training period. Their assignments, which will be based on individual experience, training, and education, will be located throughout the acquisition community. The 1998 CDG began its year at an orientation session in Arlington, Virginia on April 27–29. Graduates will be automatically accessed into the Army

Acquisition Corps (AAC) and will become eligible to compete for executive management level positions. The CDG is part of an ACMO initiative to fulfill the AAC vision (see AAW and AAC article on page 2).

All GS-13s in the AAC and members of the Corps Eligibles Program can apply to the CDG. Log onto the AAC Homepage—which is for all acquisition workforce members—at <<http://www.dacm.sarda.army.mil>> to search for information of particular interest to you.

FY98 Army Acquisition Workforce Survey Results

You Said a Lot!

Later in 1997, more than 5,200 acquisition professionals completed the second Army Acquisition Career Management Office (ACMO) Survey. The first survey, conducted in 1996, helped give us a “snapshot” of your attitudes about career development. The objective of the FY98 survey was to evaluate the effectiveness of our communication initiatives over the past year.

Nearly 23,000 surveys were distributed to the entire civilian workforce. We posed questions in the following categories (providing nine opportunities for open-ended feedback):

- **General**
- **ACMA/AWSS**
- **AAC Homepage**
- **RD&A Magazine**
- **ACMO Literature**
- **DDACM Workforce Visits**

Our thanks to all of you who participated in the survey. Following is a summary of the findings. It is clear that while progress has been made, we must continue to find better ways to meet the communication needs of the acquisition workforce. This is our commitment and our goal. Be sure to check future issues to see how your input is making a difference in our communication efforts.

General

Almost 23% (5,256) responded to the survey, representing more than one in five workforce members.

53% of you were GS-13s or higher, 37% were GS-11–12s, and 10% were GS-1–10s.

As in the 1996 survey, just over 40% of you find information regarding career development to be readily available. The perception that commands keep you informed of AAC initiatives has fallen from 48% in 1996 to 39% in 1997.

E-mail and word of mouth continue to be the most frequently accessed sources of information (62% and 51% respectively). Use of the Internet as an information source has increased from 36%

in 1996 to 49% in 1997. Memorandums, mailings, and regulations are also a significant source of information for you.

ACMA/AWSS

The vast majority of you have not used ACMAAs or AWSSs (Acquisition Career Management Advocates/Acquisition Workforce Support Specialists)—94% and 92%, respectively. The reason you do not use them is lack of awareness about the program (40%) or who the contacts are (48%).

AAC Homepage

24% of you agreed information on the AAC Homepage is timely and useful, 11% disagreed, and 52% said you never use the homepage or do not know about it. A number of you indicated you have no time or interest in using the AAC Homepage.

Many of you think the AAC Homepage is for AAC members only and are not aware it includes pertinent information for the entire workforce.

Suggestions for improving the homepage include the following:

- Provide a regular, updated listing of job/promotion opportunities
- Provide career development and training opportunities/information
- Publicize the homepage
- Provide basic AAC/AAW information, requirements, and training schedules
- Provide more frequent updates.*

RD&A Magazine

Readership of the magazine has increased to 60% in 1997 from 41% in 1996.

35% of you either read every issue or read it frequently, while 39% indicated you either never read the magazine or are not aware of it. The main reasons you do not read the magazine are because of insufficient distribution/unavailability, lack of awareness, and no time.

More than 25% of you agree information is timely and useful, while almost half were neutral.

Some of your suggestions for improving the magazine include the following:

- Emphasize career development and training information
- Better, wider, and more timely distribution
- More information on job and promotional opportunities.

ACMO Literature

Your opinions were sought on the helpfulness of ACMO's Playbook, Points of Contact Brochure, and the Question-and-Answer Booklet.

Most of you are not aware of these publications (75%, 79%, and 81% respectively). The majority of you who are aware, however, indicated they are helpful.

Other publications that you indicated are helpful include the following:

- AAC/AAW Civilian Training Opportunities Catalog
- Defense Acquisition University Catalog.

DDACM Workforce Visits

Those of you who have attended a Deputy Director of Acquisition Career Management (DDACM) Workforce Visit found the experience useful. The majority of you, however, have not attended, either because you did not know about the meetings or found out too late.

Topics of interest you would like to see addressed include the following:

- Career development and training
- Basic AAC information
- Job/promotion opportunities and advice.

***For your information, you can be notified every time the “News” is updated on the AAC Homepage; just click on “News” and follow directions to subscribe!**

Ask ACMO

Have a question about career development, education or training? Send it to "Ask ACMO," <wellsb@sarda.army.mil>. We'll do our best to answer it in the next issue.

Question: What is ACMO?

The Acquisition Career Management Office (ACMO) supports the Director (LTG Paul J. Kern) and Deputy Director (Mr. Keith Charles) of Acquisition Career Management in all acquisition career development matters. ACMO is responsible for formulating education, training, and career development policies for the acquisition workforce and for managing all acquisition training, education, and career development programs. It is also responsible for overseeing the implementation of the Defense Acquisition Workforce Improvement Act including

legislative compliance. DAWIA is a law enacted to improve the overall effectiveness and professionalism of military and civilian personnel charged with the management and administration of Defense acquisition programs.

ACMO also supports the Program Executive Office/Project/Product Management (PEO/PM) structure by:

- Recommending the mix of manpower for acquisition organizations
- Recommending the establishment, downgrade, reorganization, termination, or transitioning of a PM
- Managing the Army's Acquisition Command Position Designation List
- Conducting an annual review of PM requirements to make recommendations for Headquarters, Department of the Army (HQDA)-centralized selection boards.

In addition, ACMO has an Information Technology and Analysis branch which develops and manages the DDACM's

system architecture, collects and reports acquisition demographic data, and manages the military and civilian acquisition position lists.

ACMO is responsible for the oversight and management of Customer Support Offices, including Acquisition Workforce Support Specialists and Acquisition Career Management Advocates.

Question: Who Should I Contact if I Have Career Development Questions?

AAW members should contact their Acquisition Workforce Support Specialist, while AAC members should contact their Functional Acquisition Specialist. You can also contact the Proponency Officer for your Acquisition Career Field or other ACMO points of contact (see Contact Lists on page 6). These contacts can also be found on the AAC Homepage at <<http://www.dacm.sarda.army.mil>>.

Career Calendar

Date	Event	Location
July 21–23	Army Acquisition Corps/Workforce Roadshow 7/21 DDACM Briefing 7/21–23 MACMO Team 7/23 Corps Eligibles Training	Rock Island, IL
August 10–14	Army Acquisition Corps/Workforce Roadshow 8/10 DDACM Briefing 8/10–13 MACMO Team 8/13 Corps Eligibles Training	TACOM in Warren, MI
September 14–17	Army Acquisition Corps/Workforce Roadshow 9/14–17 MACMO Team 9/15 DDACM Briefing 9/17 Corps Eligibles Training	Natick, MA

Is the AAC/AAW Roadshow coming to your location?

See the full 1998 AAC/AAW Roadshow Schedule on the AAC Homepage at <<http://dacm.sarda.army.mil/news/awb.html>>.

What exactly is the Army Acquisition Corps/Workforce Roadshow?

Army Acquisition Corps/Workforce Roadshows are the DDACM's way of bringing information to you. The roadshow currently includes a briefing by Mr. Keith Charles, DDACM, entitled "Making Our Vision a Reality," and an extended visit by the Mobile Acquisition Career Management Office (MACMO) team. This team provides one-on-one career counseling, answers questions related to Acquisition Career Record Brief updates, and assists with any other acquisition career management problems. The MACMO team also offers presentations on various issues pertinent to the AAW. The team consists of a Proponency Officer, a Functional Acquisition Specialist, an Acquisition Workforce Support Specialist, and Acquisition Education and Training and Information Technology personnel. The roadshow kicked off its 1998 schedule on March 25 in Huntsville, Alabama and April 21 at STRICOM, Orlando, Florida. Be sure to check the Career Calendar to see when the MACMO team will be near you!

Contact Lists

Acquisition Workforce Support Specialists (AWSS)

National Capitol Region

Mr. Bruce Dahm
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Ms. Thomasine Coleman
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Ms. Wanda Meisner
meisnerw@aaesa.belvoir.army.mil
(703) 805-1048, DSN: 655-1048

Aviation and Missile Command, PEO Tactical Missiles and PEO Aviation

Ms. Sharon Clodfelter
clodfelter-sc@redstone.army.mil
(205) 842-8677, DSN: 788-8677

PEO Air and Missile Defense and Space and Missile Defense Command

Ms. Margaret Dilworth
dilworthm@smdc.army.mil
(205) 955-2554, DSN: 645-2254

PM, Chemical Demilitarization, Test and Evaluation Command and Chemical, Biological and Defense Command

Ms. Polly Merlo
pmerlo@tec1.apg.army.mil
(410) 278-1041, DSN: 298-1041

U.S. Army Industrial Operations Command

Ms. Christi Paisley
cpaisley@ria-emh2.army.mil
(309) 782-3299, DSN: 793-3299

White Sands Missile Range and U.S. Army Pacific

Ms. Laurie Porras
porrasl@wsmr.army.mil
(505) 678-5832, DSN: 258-5832

Tank-Automotive Command

Mr. Robert Sivalelli
sivalelr@cc.tacom.army.mil
(810) 574-5746, DSN: 786-5746

Fort Monmouth

Ms. Kelly Irvin
irvin@doim6.monmouth.army.mil
(732) 532-1406, DSN: 992-1406

U.S. Army Research, Development and Engineering Center

Ms. Vanessa M. Herbin
vdodson@pica.army.mil
(201) 724-6202, DSN: 880-6202

Please see the AAC homepage for a comprehensive list of Acquisition Career Management Advocate (ACMA) contacts:

<<http://dacm.sarda.army.mil/contacts/>>

Functional Acquisition Specialists (FAS)

Acquisition Logistics/Production & Manufacturing/Testing & Evaluation

Mr. Denny Barth
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Contracting/Program Management

Mr. Chris Vuxton
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Engineers and Scientists

Ms. Gail DiNicolantonio
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Quality Assurance/Engineers and Scientists

Mr. Leon McCray
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Business & Cost Estimating

Vacant

Communications/Computer Systems

Vacant

Acquisition Career Management Office (ACMO) Propensity Officers

Acquisition Logistics/Manufacturing and Production

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Program Management

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(703) 604-7101, DSN: 664-7101

MAJ Matt Barr (Report Date 8/98)
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Systems Planning RD&E/Test and Evaluation

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Army National Guard

LTC Dave Perkins
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U.S. Total Army Personnel Command

Chief, Functional Area Management & Developmental Division (FAMDD)

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Chief, Acquisition Management Branch (AMB)

LTC Mary Kaura
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Other ACMO Contacts

Career Development CE/CDG Program

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Mandatory Training

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ATAP & CE Training

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Training with Industry

Ms. Peggy Mattei
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Special Projects/Customer Support

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Awards

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Information Technology & Analysis

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RD&A Magazine

Mr. Harvey Bleicher
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Suggestion Box

This is your newsletter—we'd like to hear from you about the kind of information you'd like to see in it. If you have ideas for articles or information, or if you'd like to submit an article for possible publication, please send it to the address below. We'd also like to know what you think about our newsletter and any suggestions you have for making it better.

To be added to our mailing list, please fill out the information below and return it to the mail or e-mail address provided below.

Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ Fax: _____

E-mail: _____

Comments/Suggestions: _____

Send to: Acquisition Career Management Office
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Be sure to read the July/August edition of the Army RD&A Magazine...

Highlighting Acquisition Career Development!

Check Out the AAC Homepage

Career Development Information at your fingertips:

<http://www.dacm.sarda.army.mil>

For information on how to develop your professional career, log onto the AAC Homepage. It is not just for AAC members, it is for the entire acquisition workforce. You will find valuable information on career opportunities, training, career development guidelines, publications, acquisition news, and contacts. Log on today!

The Army Acquisition Workforce Newsletter

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